

*Organization and the Program
of the Local Church*

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HISTORICAL SOCIETY
Evangelical United Brethren Church

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To

*My Wife Leona Bertha Cain and two Children, Joyce
Eloise and Jarvis Lynn, this volume is
lovingly dedicated.*



Rev. B. H. Cain, D. D.,



TABLE OF CONTENTS

	Page
Dedication	1
Author	3
Index	4
Preface	5
CHAPTER I	
Reasons for Organization and Program in Local Church	6
CHAPTER II	
Program Pre-Requisites	8
CHAPTER III	
Spiritual Culture	9
CHAPTER IV	
Evangelism	10
CHAPTER V	
Missions	13
CHAPTER VI	
Christian Education	15
CHAPTER VII	
Stewardship	17
CHAPTER VIII	
Church Finance	20
CHAPTER IX	
Social Life	23
CHAPTER X	
Publicity	25
CHAPTER XI	
Local Church Organization to Carry Out the Program	27
CHAPTER XII	
The Schedule	29
CHAPTER XIII	
The Pastor's Relation to the Program of the Local Church....	30
Conclusion	30

PREFACE

This study has been undertaken because of the writer's deep interest in the local church and with a view of helping solve its baffling problems. It is his earnest conviction that the proper cultivation of the parish is one of the most challenging and promising tasks of this age.

The program suggested has largely grown out of experience in the pastorate and extensive reading on the subject at hand. It is flexible enough to be adapted with but few minor changes to the average church of our Communion. The size of the church to be considered is such as may be found in towns and cities where the population ranges from one thousand to ten thousand inhabitants. An effort is made to cover in a general way the entire parish. Detail work is left largely to the pastor as he may deem fit to work it out in his own particular field.

The purpose of the program is not only to set to work the whole church at living and teaching the Gospel to all for whom it is responsible in the community but also to do this work in the most efficient and economic way. The work is to be intensive and extensive for our King. Our present activities and outreach are insufficient for this modern age. The church must rise up to its highest efficiency and usefulness. A well defined program for the year or a period of years with thorough organization to carry it through to success will mark a distinct advance in Kingdom building.

Many books have been consulted. Wherever personal help has been received the authority is quoted. Help received in any way and from any source whatever has been greatly appreciated.

January 1, 1938.

B. H. C.

CHAPTER I

REASONS FOR ORGANIZATION AND PROGRAM IN THE LOCAL CHURCH

"We are workers together with God."—1 Cor. 3:9.

Organization and program are Scriptural.

The Bible is rich in materials on organization and program. The creation is an evidence of system and order. After the physical universe was created God set himself to the task of bringing order out of chaos. The remainder of creation follows in six distinct epochs of operation. Everything had a time, place, and significance. 'Man came into existence at the proper time to "have dominion over the earth". The fact that God observed and then instituted a Sabbath as a day of worship and rest shows that he organized man's time for his physical, social, intellectual and spiritual welfare. The word of God is an orderly book forming a chain of sixty-six links which cannot be broken. The rigid education of the Children of Israel—following their Egyptian bondage shows gradual steps by which the nation finally came to liberty, light and truth. Their guide book, the Mosaic Law was a strict and orderly code. The tabernacle was an outstanding example of accuracy and system in its physical make-up, worship and services. God gave the pattern for it. God is the God of system and this is an orderly universe. Not only did God formulate and inaugurate his program for the world but that program is still in operation. Everything in the universe is at work, working harmoniously for man's redemption and happiness. We are to help God at his task, "For we are workers together with God."

A Savior for erring man had been promised soon after man's sin and fall. The long, weary centuries dragged by and people looked for his coming anxiously. God always keeps his word. He had a program for His Son and the world must be prepared for His coming. Finally when historical, political and religious conditions were right the Son of God appeared. His birth was not a mistake or an accident but a well ordered event in human history. Paul calls it "the fulness of time." God is never late, his trains always make connections according to schedule.

From the Savior's death throughout his childhood and during his earthly ministry the events that occur are exceedingly fitting and accurate. His revolutionary teachings fit the age when self righteousness and formality were dominant in church life. "He spake as never man spake" and "taught as one having authority". The simple, unfolding, principles given in the sermon on the Mount are the great and progressive truths for a kingdom building program. Christ's miracles are well timed. Christ's death, resurrection, great commission, and ascension are an array of accurate and timely facts. His last words from the cross "It is finished" reveal the fact that the plan of human redemption was completed.

Before going away Christ had commanded His Disciples to "tarry at Jerusalem" for Pentecostal power. This command was carried out in every detail and the promised power given. Then

the Twelve took up the Great Commission in a systematic and painstaking way. Wisely did they distribute the fields of labor and their resources for the sake of economy and efficiency. The sixth chapter of the book of Acts tells us of a division of labor between the clergy and the laity to meet the growing need of service and for the sake of economy. As new churches were organized cooperation was manifested and "they went everywhere preaching the Gospel". The Epistles of Paul, whose three missionary campaigns far surpassed in motive, character and permanency the militaristic campaigns of Caesar, Alexander the Great and Napoleon, reveal the fact that he was a man of system and prudence. Paul practiced as well as preached "Let everything be done decently and in order".

Program and Organization Save Time and Energy

If there is any institution in God's universe that needs to save time and energy it is the church of Jesus Christ. Instead of leading in many fields of human progress the majority of our churches are bringing up the rear. Other institutions have outstripped the church and crowded it back and it has been willing for them to do so. Twenty years ago the church was the only place to go, now there are a hundred other places where people do go. The forces of unrighteousness work unceasingly in their nefarious cause. There is nothing left for the church to do but to work harder, organize its forces, and give itself to the task "with both hands earnestly." The larger results of Christian work have always been accomplished by business-like management. Jesus, Paul, Luther, Calvin, Knox, Otterbein and the Wesleys were keen organizers and systematizers. Henry Martin, who followed a strict system in his missionary work, was honored with the title "The man who never wasted an hour." In a program every task in the local church should have a time and place. Goals set can be reached more easily. The challenge of a clear-cut program will enlist more people, accomplish vastly more and exalt the Church of Jesus Christ. Statistics show that nine bankrupts out of every ten are the result of books being hopelessly muddled. The church that adopts a carefully conceived program which takes up everything at the right time need not be alarmed about its future in the community. God will honor the church that thus honors Him.

The Age Demands Efficiency and Economy

Whatever may be said this is a scientific age. Science is here to stay. It is the product of Christianity and not the work of the Devil. It has practically annihilated space and time. The world is growing smaller each year. Every successful institution, corporation and organization is using up-to-date scientific methods and equipments. Why not the church? The many inventions and discoveries have brought about new social and moral relationships which afford more opportunities for the church. We must somehow adjust ourselves to this progressive age and harness the powers that be to do God's work more efficiently and extensively. The radio, automobile, press, lantern slides, and gymnasium are more instruments for Christian Education and the propagation of the Christian religion. The church must keep up in equipment and methods of operation. Unless it "possesses its possessions" given by God in this scientific age the church will soon be found doing inferior work and finally failing in its mission.

CHAPTER II

PROGRAM PRE-REQUISITES

"For which of you intending to build a tower, sitteth not down first, and counteth the cost, whether he have sufficient to finish it?"—Luke 14:28.

A Community Survey

Before a local church can wisely formulate and inaugurate a parish program a community survey must be made. A survey will reveal many valuable facts and at the same time perform a very important ministry. Many people in practically every community do not have or do not use the privileges of worship. The church, it seems, is the last organization to invite people to its services. The larger the church and the more complex the field; the more important is an accurate gathering of facts. McGarrah calls attention to the fact that "When the World War started in 1914 Germany had a vast advantage in an almost perfect knowledge of territory over which her armies were to move to capture Paris and Warsaw. They had an accurate survey of men, money and machinery available for their mobilization. Church warfare should be planned with equal care and foresight." Each local church should formulate a large program for ten years, if not for a generation, adjusting it to conditions and resources continually. The basis of this program is the survey.

The survey card should have on it the following items of information—name of family, number of children, with names and ages, church relations and preferments, business, recreation, amusements and social life. The survey can best be made by the pastor and a carefully selected group of men and women from the church. Where the church and field are large, captains should be selected and the work done by teams of not more than ten in each. Prayer and tact are two essentials in fact gathering. The survey should be tabulated on a chart for future use. It must be followed up by inviting people to church, distributing literature, and doing personal work. A survey is especially helpful to a pastor just entering upon a new field of work.

Denominational and Interdenominational Objectives

A wide-awake pastor will be careful to secure a definite knowledge of denominational and interdenominational objectives. The four-year program formulated by the General Conference must be brought before every local church and gone over in detail and adopted as a criterion for the next four years. At the beginning of each conference year the pastor and people must also go over the program of the conference. Right there and then is the time for every department to set its goals for the coming year. In almost every city of any size the Council of Churches functions. All Protestant churches should cooperate in city wide campaigns and movements. Such work generally is done in an organized way and cooperation is but to be urged by the pastors. In the immediate community where several Protestant churches are operating union services

may be participated in occasionally with great profit. If there cannot be denominational agreement, there should always be Christian unity and fellowship.

A Real Desire to Carry Out the Program

Before the program has been formulated there must be a real desire on the part of the church to carry it out. Local leadership will be in great demand. Dr. S. S. Hough, formerly of the United Brethren Board of Administration, says, "God wants people who see things—who see through things—who see things through." When the majority of our church members can measure up to this threefold requirement we are ready to put the program into operation. The program of work is suggested in the next eight chapters.

CHAPTER III

SPIRITUAL CULTURE

"Unto the knowledge of the Son of God, unto a full grown man, unto the measure of the stature of the fullness of Christ."
—Eph. 4:13.

Public Worship

Worship (worth-ship) is defined as paying divine honors to Deity. More commonly it is said to be conscious contact with God. The average church has drifted a long way from the true conception of worship. Dr. Fred Agar says, "The Protestant Church needs a revival of worship." To worship God is the first duty of the church. This was done before there were any temples, tabernacles, or church buildings. Our God is holy and worthy of the highest praise and adoration. The purpose of church-going is to worship and not merely to hear a sermon. Worship should always be orderly and unified. The various parts of a worship service must harmonize. One great, dominant, spiritual truth should permeate the entire service. This will mean prayerful preparation on the part of the pastor and choir in advance. Everyone in the congregation should join heartily in singing hymns of praise, in the responsive reading, in the creed, in the Lord's prayer, and in the offering, and not be a mere silent listener. Public worship is for the purpose of edifying the participants. It should "build up in the most holy faith". When the audience is being entertained it is not worshipping. The Word of God should be so read and heard as to bring a real message to the hearers. Prayer should abound with thanksgiving, be comforting and uplifting. The content of the worship service should be of such a character as to be acceptable to God and helpful to men.

Prayer

Prayer has been defined as "The soul's sincere desire uttered or unexpressed". However it may be defined, prayer is the spiritual dynamic of the church. Dr. Fred Fisher calls it "A divine force which transforms the one praying". The Christian Church was born in a prayer meeting. A sermon saturated ten days with prayer and delivered by Simon Peter at Pentecost resulted in three thousand conversions. Experience bears out the fact that prayer moves things and changes circumstances and men. We always make progress on our knees. More prayer is needed in our churches today. Who takes time

for prayer in this busy, complex and hurried age? Meditation and secret prayer are a lost art. It is these which enrich life and bring us spiritual blessings. Every department of the church should have its prayers. Monotony and lack of program were responsible for the passing of the old time prayer meetings. Were they to be resurrected and a definite program carried on in them they would work wonders for our half dead and indifferent churches. Prayer has preceeded every great revival in history. It still characterizes every great church and preacher in any land. Prayer will help pay church mortgages, raise funds, build new churches, heal the sick and restore the erring. This great resource should be used more by all Christians.

Bible Study

The average congregation is not well informed on the Bible. In many homes the Sunday papers and undesirable magazines are substituted for "the sincere milk of the Word" and ignorance of the sacred Scriptures is appalling. Indifferent living is an omen of the neglect of the Bible. There is a remedy for this almost unpardonable sin. Daily, systematic and reverent Bible reading is as essential for the Christian as his three meals a day are. We should carry our Bibles to church also and use them there. Follow the pastor as he reads the Scripture lesson, commit to memory verses, paragraphs, chapters and Books of the Bible. They are helpful in the ordinary rounds of life and "A very present help in trouble". Pastors should specialize in expository preaching. Illustrations should first be drawn from Bible characters and events. Never fear that too much Scripture will be used in a sermon or a service. A revival of Bible reading will mean a revival of religion in every department of the church.

Worship in the Home

The family is closely related to the church and must be considered in a kingdom building program. The advance or decline of the standards of a community is according to its home life. One of the greatest crises of today is the passing of the family altar. Two decades ago nearly every Christian home had an altar of prayer, today it is the exception. "Home fires" must burn or spiritual life of the church will not glow, be fervent and wholesome. Parents and children ought to be together at least once a day. Dr. C. E. Ashcraft of Bonebrake Seminary says "The family is the educator of Divine things. To fail to maintain the family life means we are bound for the rocks. The fine spirit of prayer which Jesus taught will help in domestic relations. The family altar is God's institution for forgiveness and worship in the home". A return to the family altar would make the home safe, the church alive, insure a community with high ideals, and a Christian brotherhood. Let each pastor have as a goal—a family altar in every home of his parish.

CHAPTER IV

EVANGELISM

"Go ye therefore and make disciples of all nations, baptizing them into the name of the Father, and of the Son and of the Holy Spirit."—Matth. 28:19.

The Evangelistic Church

Evangelism is the vocation of the church. It is the greatest business in the world. It is more than scaring people, or making them shed tears or joining the church. True evangelism leads men and women to become diligent students of ideals, principles and practices. To be fully evangelized one must make Jesus Christ his absolute Lord. It has been said that the church which ceases to be evangelistic will soon cease to be evangelical. The true pastor is an evangelist. An evangelistic message should be presented to the church once each Sunday and an opportunity given for people to confess Christ openly. The pastor must also have a program of personal evangelism. The greatest and ultimate task of every Board and Organization in the church is to save souls and build them up in Christ. The entire church must be saturated with the evangelistic spirit. The church that is not saving souls has gone out of business, its "candlestick" has been removed.

Special Campaigns

Every evangelistic campaign needs to have some definite preparatory work. The pastor should shape his sermons to this end two months before the meeting is to start. A visitation campaign by the pastor, district leaders and as many volunteer workers as can be had should precede the revival. This will relieve the pastor of some detail work, secure information and increase the family spirit. The Sunday School teachers and church officers will furnish a prayer list of prospects who will join the church early in the meeting and of those who have no relations with the church at all. The people whose names are on the lists ought to be prayed for in all public meetings. Personal workers need prayer lists of their own to encourage definite effort. All prayer must be followed up by personal work to win the one who is being prayed for to Christ.

Jesus used the personal method in soul winning. Few personal work converts backslide. The proposition of deciding for Christ has been brought fairly and squarely before them; they have made a deliberate decision, and knowing full well what it meant will more likely continue steadfastly in the faith. The work must be consecrated and tactful. Never engage in arguments or prolonged conversation, present the claims of Christ and then press the decision; if not successful then repeat the effort when time is opportune. Clean living, unreserved consecration and a life of prayer are indispensable to a soul winner.

Publicity is an important thing in an evangelistic campaign. Let the community know where your church is located, of what denomination it is, the name of the pastor, hours of service and schedule of the campaign. The advertisement must be of such a nature as to compel notice so that people may feel the urge of the church. The public must know that we are not ashamed of our church. An attractive bulletin board with subjects announced daily in advance, streamers, pamphlets, and personal invitations will keep the campaign constantly before the public. Dr. F. H. Case suggests that every church have a trade mark of identification, one that is recognizable and can be backed up. Most newspaper men will gladly welcome good

ads. It is of great importance that we pastors cultivate their friendship.

Good singing led by a humble and consecrated leader is very necessary in an evangelistic campaign. Hymns must be timely, selected in advance and of such a nature that all present may join in heartily. Sermons preached by the pastor should be brief, definite and soul searching. Dr. Herrick Johnson, recently of the Presbyterian Church, says "Not many people are converted after the first half hour of preaching". An evangelistic service must also be educational because people today want to know the "how" of things. Sin should be unmasked whether it is in the congregation or without the fold. Sinners must feel that they are lost before they will seek the Savior "whom we preach." Let the preacher put an appeal and a challenge in every sermon. Graveyard stories might well be conspicuous by their absence. Use the altar and inquiry room for seekers.

Decision Day in the Sunday School

One red letter day in an evangelistic campaign is Decision Day in the Sunday School. Here the pastor in most instances will find his richest harvest. This day should be carefully planned for and announced in advance. Each Sunday School teacher will know who in his class will need to decide for Christ. In fact the decision should be made in the class and acknowledged in the public service. Teachers and parents are the key persons in Sunday School evangelism. A brief sermon which demands a decision for Christ is sufficient. Children should be taken to the inquiry room for instructions after they make their decision for Christ. At a stated time when sufficient instruction has been given the children should unite with the church.

Conservation of Results

To conserve rightly the results of an evangelistic campaign is a problem that has been too often neglected. To build up new converts in the faith is a greater task than winning them to it. At the close of the protracted effort the work is not finished, it has just begun. Volumes of books are available on evangelism; we spend time, money, energy and prayer to get people saved, but what do we do to develop them in the Christian life? When our members slip away from us because we have not given them instructions and work to do we are ready to remove their names from the church records. This action is treason in the superlative degree. New converts must be nurtured, fed and linked up with the various social and religious activities of the church.

Instruction classes are helpful for all ages of converts. Our church and others have courses especially prepared for this work. In most instances the pastor can prepare a course of his own which will cover a period of ten or twelve weeks. Practically all who unite with the church will gladly enroll in the class. Many have learned to pray and testify in classes like these.

Information from the pulpit and other educational agencies of our denominational history and polity must be given out. Most denominations have an interesting history of their founding, growth and development. These help to create denominational consciousness. A United Brethren Discipline should be

placed in every church home. The Religious Telescope, Watchword and other inspirational and informational periodicals should be read freely. How much more intelligently one can pray and give when he is informed. A sermon at least once a year should be preached on the United Brethren Church.

Commission on Evangelism

To promote the work of Evangelism in the Conference a Commission on Evangelism is chosen by the Conference for the quadrennium. It consists of five men. Their task is to sponsor an annual Evangelistic Retreat soon after Conference each year. For this two-day period outstanding men in the field of Evangelism are called in to speak and render other services. The commission seeks to find Evangelistic help for Pastors desiring such help, in order to keep all pastors informed on victories achieved in meetings, churches on the prayer list and other phases of Evangelism, the Conference Superintendent edits the Conference Evangelist, a small periodical at stated intervals. The Commission is constantly seeking new ways in which to be helpful to the pastors of the conference. St. Joseph led the Conference of the North West District in accession this last year.

Rural Church Evangelism

One of the pioneer movements of the denomination is the work of the Rural Commission of St. Joseph Conference. Other Conferences are following with similar movements. Although young in years the Commission is serving our rural churches in a constructive way. The rural church offers challenging opportunities. Believing that a genuine Revival of religion is the basis for getting the backward, dying churches to function properly, the Commission employs Reverend Ray G. Upson as Rural Commission Evangelist whose schedule is prepared months in advance. He conducts sixteen revivals during the year, most of which are held in weak churches. The fruitage of this venture has been most gratifying in conversions, resurrections, accessions, finances, producing of more rural stations and an awakening of deeper interest in the rural church.

CHAPTER V

MISSIONS

"But ye shall receive power, when the Holy Spirit is come upon you; and ye shall be my witnesses both in Jerusalem, and in all Judea and Samaria, and unto the uttermost part of the earth."—Acts 1:8.

The Missionary Function of the Church

McGarrah says "The missionary function as presented in the Bible needs constantly to be performed, not only for the sake of the land yet unreached but for the spiritual welfare of present Christians and their descendants." The church that ceases to look upon a world of need with a heart of compassion will soon die. Jesus Christ, the first great missionary, came, lived and died for the missions. Christianity is a missionary religion. We are to pray for the coming of the kingdom when evil, ignorance, injustice, and all sin shall be eliminated from the earth. There is a tremendous need of a missionary program in both Home and Foreign fields. Christ said "Go Ye." He further specified

the field, gave the message to be taught, ceremonies to be performed and promised companionship to all missionaries. The church has been slow to go. She has neglected her commission and men have closed their hearts to the world call.

The Pastor and Missions

The pastor holds the key to the missionary situation as far as the local church is concerned. He must have missionary spirit and vision, then work out a comprehensive program for his entire church. There is too much 'hit-and-miss' effort in our missionary leadership. Prayer is the first great essential in a missionary program. It will help in making the program, it will help in carrying it out victoriously. The missionary enterprise was born in prayer and its greatest victories have been achieved through prayer. World Christians offer world wide prayers. Prayer will keep the eyes on the field and the hearts open to their needs. The church must then be organized. This must be done in a business like way or the program cannot be realized. It is the work of the entire church.

Missionary Education.

Missionary education has not been kept up in the home fields. Our church members manifest woeful ignorance about missions. Missionary study classes are great informers. Fisher says, "The world is a bewitching topic and the people like to read about it." Frequent missionary sermons should be preached and lantern slides of the various fields used. Returned missionaries should be welcomed to speak in local pulpits. No one can get around facts. It is these that make the appeal after all. All departments of the church need missionary education and activities. There must be missionary programs also for all departments. The pastor will do well to keep informed on missions. Missionary reviews and biographies of great missionaries are always available. He ought to know every missionary of his own church by name and the field in which he is operating. New recruits are needed constantly for the missionary enterprise. People in the home lands should pray, "The Lord to send forth laborers into the harvest." Our greatest need today is not recruits but funds to send them. These our local budgets must provide. Let every pastor strive to make his a missionary church.

Local Organizations

The Women's Missionary Society and the Otterbein Guild are the two purely missionary organizations of our communion. They enlist the women and girls of the church to help send and support the missionaries in the home and foreign fields. They create and spread the missionary spirit in our local churches. Their prayers and money go around the world. The Woman's Missionary Society is one of the best friends the local church has. It relates itself to all other activities of the church and can always be relied upon in carrying out the entire program of the church. Perhaps its greatest contributions to the local church are its spiritual emphasis and up to date methods employed. It is the most efficient organization in the church. Every woman and girl in the church is encouraged to join one of these organizations. Branch meetings are always a source of inspiration to all who attend.

CHAPTER VI

CHRISTIAN EDUCATION

"And Jesus increased in wisdom and stature, and in favor with God and man."—Luke 2:52.

Sunday School

The greatest teaching and character building agency of the church is the Sunday School. It is the leading educational force now operating in Protestant Christianity. We cannot have ideals without instruction. Many churches are not built for a teaching program. The building must be such as to satisfy the educational demands of the day. Equipment and organization are the two great essentials for a successful Sunday School. We must make the best of our present equipment and create a demand for what is really needed. The school must be departmentalized, graded, the lesson materials and pupils classified. Classes must not be too large. Promotion Day should be observed annually. Make much of this day by way of programs, drills, dramatics and a special sermon. Present to the children either Bibles, seals, certificates, diplomas or buttons, with their promotions.

Upon the Sunday School Superintendent largely, rests the responsibility of this great agency. He is the executive of the Sunday School to carry out the will of the Official Board and the Council. He represents the entire school. He is responsible for the teachers of the school, conduct of the pupils, and for the proper spirit of worship. He is at the head of the school as the manager is at the head of the factory. All departments should be visited regularly by him. He should also have a close knowledge of the teachers and their work. The Superintendent is also a supervisor of the school. As an organizer he looks after new work, the training agencies, the pupils, and the delinquents. Hearty cooperation of all the officers, teachers, and parents is not only desired by the Superintendent but necessary, if the school is to function properly.

The Intermediate, Senior, and Adult classes of the Sunday School should organize. Any group will do work of better quality, create class loyalty, and make larger contributions to the church if organized. Officers and committees must function if the larger success is to be obtained. Let these classes have their own devotions. Monthly socials will aid greatly in getting new members into the class and the church. Friendly competition with classes is always stimulating of interest and attendance. Then for the sake of the class and the church organize these three departments.

Christian Endeavor

Christian Endeavor is both expressional and educational. To have all branches of the Endeavor augurs a great future for the church. The local church must constantly be developing new leaders to make organization efficient. To keep his church alive and healthful the pastor will do well to take an unusual interest in his young people. If he believes in them, they will respond to any reasonable challenge. The Pledge has been spoken of as the "Backbone" of the society. It should be stressed a great deal. Youth is not attracted by anything else.

A new day is here for Adult or Alumni Christian Endeavor. In some places this has become the most dynamic organization of the local church. It aids in enlisting adults in active service, builds up the evening church attendance, is a school for training adult leaders and deepens the spiritual life of the church. Christian Endeavor, like all other departments of the church, must have a program of work; goals must be set and realized. These goals have to do with missions, social life, publicity, membership, finances and spiritual life. They should be checked up frequently. The vision of the society must be kept large.

Church Night

The complex character of modern life has made the prayer meeting a difficult problem. In many churches this service has been abandoned entirely. The program of the old time service has gone to seed and many pastors have been experimenting with new programs. What is known as "Church Night" is being observed with splendid success in many places. The program of this service is varied and must be adapted to the community. It will require time, energy, zeal and prayer as do the Sunday services. In the cities the program begins with a supper which will save the folks the time of first going home to their evening meal and then returning to the services. Some organizations of the church will provide this meal at a nominal fee. This will afford a social contact attainable in no other way. Supper generally is followed by a half hour musical program. Thirty minutes are then spent in devotions after which class group discussions are engaged in. These groups may take up the Sunday School lesson, Leadership training, missions, Bible characters and the life of Christ. One is free to elect his group. The remainder of the evening may be spent in choir rehearsals and other meetings. This type of mid-week service will come nearer meeting the needs of the present day. It is a mixture of the educational, social, devotional and inspirational. Time is well economized and every one will have a part in the services.

Week Day School of Religion and the Daily Vacation Bible School

Time and place must be given to the Week Day School of Religion and the Daily Vacation Bible School for both are becoming great agencies in child evangelism. They are contributing a great deal to our civilization. Could the program of these two institutions be correlated with the Sunday School, adult sinners would be at a premium within a generation. The difficulties that have bound us to one hour per week in religious instruction are being overcome. Each year methods are improved. To be sure buildings and equipments are needed for the teaching of religion in the week-day schools. The Daily Vacation Bible School of four weeks during the summer months gives us much time for religious instruction as our Sunday School does for the entire year, with better teaching, longer recitation periods and a varied program. This school is growing rapidly but many of our churches have not yet seized their opportunity. The school should be made a part of the program for the individual church. It makes a definite contribution to educational evangelism.

The Women's Aid

One of the most helpful organizations of the modern church is the Women's Aid Society. Many churches owe their existence and preservation to this organization. Financially, the Women's Aid will be a necessity as long as the members of the churches do not consider life a Stewardship. Churches should quit the restaurant business in terms of competition. This worthy organization should be put on a high plane and kept there. It can be a spiritual body, praying for all the interests of the church and promoting the work of the congregation. There is not enough of the educational in the modern Aid Society. At its monthly meetings let the organization take up some systematic Bible study, have book reviews and mission studies. Information on temperance work may be given and public school problems discussed. Instead of taking in money the budget of the church should provide money with which the Aid can further educational and civic interests in the community.

Other Educational Activities

The Board of Christian Education which is responsible for promoting the educational activities of the local church cooperating with the Conference Board of Christian Education finds many opportunities to be useful in larger fields of service. The Wawasee and Indiana Central College Training Camps, the College, Bonebrake Seminary, Daily Vacation Bible Schools, Brotherhoods, and Week Day Schools of Religion are some of these larger fields of activity into which our denomination is inviting the local churches. These all afford great opportunities for inspiration, information, growth and service.

CHAPTER VII STEWARDSHIP

"Here, moreover, it is required in stewards, that a man be found faithful."—First Corinthians 4:2.

The Principles of Stewardship

The principles and practices of stewardship are older than the Bible. The Old Testament is aglow with both. God is Creator—Gen. 1:1-37; Psalms 24:1, 33:6-9; Deut. 10:14, 8:7-10; Acts 14:15-17. God is also owner—Lev. 25:23-25, 26:3-4; Psalm 50:10-12; Haggai 2:8. Man is steward of God's possessions—Mal. 3:10. Many other texts and implications support these three claims. Jesus taught stewardship which is found in Matthew 20:20-28 (Life), 23:23 (possessions), 25:14-13 (talents); Luke, 16:9-13 (money), 18:18-20 (service). The Apostles also taught stewardship, Acts 4:32-37 (possessions); 1 Cor. 16:1-2 (money); 2 Cor. 8:1-15 (money).

The church today is going into the study and teaching of stewardship as never before. She has rediscovered that the practice of stewardship makes victorious Christians and it is the only safe and religious solution left for the problems of the church. Stewardship has to do with all we have and are. It is a partnership with God that is real and fruitful. It is living at one's best now, so that the kingdom of God may hasten.

Stewardship of Life

Paul says, "In Him we live and move and have our being." Our lives are not our own. Life is a sacred trust. What will we do with it is a most serious question. How will we spend our youth and middle age? We must have a goal for our lives, and strive earnestly to attain it. Jesus Christ at the age of twelve realized he had a mission in life. He gave "to

every man his work." Lowell said, "Every man's work is born with him." We must find our work and then work our find and we shall be happy.

History makes it plain that men are born for great tasks. At the appointed hour they arrive with the qualifications and characteristics for the work to be done. Dr. Robert P. Anderson gives seven ways by which we may discover God's will for our lives.

1. Personal consecration.
2. God's will in our character.
3. Use of the Bible.
4. Use of reason.
5. Recognize circumstances.
6. Consult experience.
7. Willingness to obey.

All of God's people are called to service. The sad thing is that but few respond whole heartedly. His power backs up the call and the success of the one called approves it. We must not expect however to be called just as the great men and women of the Bible were, but God can be served just as truly in our community as in larger fields of service. Stewards must be faithful.

Stewardship of Time

There are still a few people who say, "I have all the time in the world," but do they? Time at the most is but a few years. How to economize time and use it to the best advantage is each one's problem. Paul urges us to "Buy up the time," but many waste it in unworthy pursuits. Jesus Christ had but a short day of thirty-three years yet He packed the work of a life-time into it. Time is what life is made of, so to waste it is to waste life. We must plan our time in a well-balanced way. It will be impossible to please everyone in the division of our time. Plan so that material, social and spiritual interests will all have due consideration. Observe the "morning watch" in quiet meditation and prayer. This will give one poise and prepare him for the task of the day. Whatever may occur He will be ready for it. We often start the day without preparation and then wonder why we have made so many failures. The secret of service is secret service. Jesus Christ spent whole nights in prayer. These hours of communion were refreshing to Him. He bathed His spirits in solitude. It is interesting to note the enormous amount of service Jesus rendered following these communions. We do not "take time to be holy," yet we are stewards of time, it is God's. Let us analyze our time to see if God is getting His share. The family, the home, the church services and mid-week prayer meetings, Sunday School, Christian Endeavor; personal work and recreation all must be given some time. God intended that one-seventh of our time should be spent in worship. Why not take time and make time for a well-balanced life?

Stewardship of Possessions

God is both Creator and Owner. Man possesses but does not own anything. He is the steward of his possessions. This is a trust of honor and confidence. It is a partnership that requires faithfulness. We must not embezzle our Master's goods. We need a revival of teaching along the lines of Stewardship of possessions. John Wesley said, "Earn all you can,

save all you can and give all you can." It is the last point that we overlook and fail to evaluate. When Israel neglected the tithe her spiritual life waned. A practicing of the tithe by Jesus is taken for granted as He would not have been so inconsistent as to emphasize the matter of giving and then not be a tither Himself. Twelve of His thirty-six parables have to do with giving. He paid temple tax, He said, "Render unto Caesar the things that are Caesar's and unto God the things that are God's." His generous teachings in many points go beyond the tithe. To pay tithe only is but to be a good Jew. We are under Grace and not bound to the tithe. The early church gave with great enthusiasm. Their generosity never died out. Embarrassing situations were always relieved by generous giving. To Paul giving was a grace. He stated His financial plan in I Cor. 16:1-2. Wealth is dangerous to the soul. It got the eye of Judas Iscariot and the "Rich Fool" and then it got them. Tithing will save a man from covetousness and join him in real partnership with God that pays in fellowship, spiritual life, and experience. Our churches should have campaigns to enroll tithers. Tithing should be taught and preached to all ages. A tithing church will be spiritual and prosperous. With the giving of the tithe, of course, there must be intelligent distribution of funds.

Stewardship of Talents

Matthew 25:13-30 is the parable of the talents. God has endowed all rational beings with talents. Most of us are one talented folk. We are held responsible for the use of our endowments. Our health, strength, abilities and intelligence must be recognized and used as gifts from God. The one who gave us our talents does not compel us to use them. That is up to us. His gifts are at our disposal. However, He has a plan for our lives, which we should find and follow. Life must be invested. Those who traded gained more talents. Our abilities increase by use. If neglected, they mildew and rust and tragedy generally follows. A day of reckoning will come. In the very nature of things it is but reasonable that such a day should be. Then faithfulness in proper use of abilities will be rewarded, while sloth, faithlessness, unprofitableness and wickedness will be condemned. We can and should wisely follow the exhortation of Paul, "Present your bodies a living sacrifice . . . which is your reasonable service." The best talents in the world are found in the ranks of Christians. The local church needs them. Let everyone place his talents at the disposal of the Kingdom of God.

CHAPTER VIII

CHURCH FINANCE

"Upon the first day of the week let every one of you lay by him in store, as God hath prospered him, that there be no gatherings when I come."—1 Cor. 16:2.

The Finance Committee

In our Communion, by virtue of their offices, the church treasurer, financial secretary, and the stewards constitute the finance committee. Others may be elected in addition to these by the Quarterly Conference or Official Board if necessary. The pastor is a member ex-officio of this committee. Since the

ultimate purpose of all organizations and committees is to redeem souls, it is exceedingly important that no mistake be made in selecting the officials who constitute this committee. They should be men and women of good character and reputation, of vision, of faith, of generosity and consecration. Better still, if they are all tithers. They must be willing to push the program of the church.

The Budget

Since our financial year begins June 1 the aforesaid committee should formulate the budget for the coming year at least by the first Sunday in May. This budget is to include two distinct interests—the local current expenses, and the benevolent interests. The first includes:

1. Pastor's salary.
2. Janitor hire.
3. Fuel, light, water, and insurance.
4. Music.
5. Publicity.
6. Debt.
7. Incidentals.

The larger church will have more and varied interests to be included in this budget.

The benevolent interests are grouped as follows:

1. Colleges.
2. Home Missions and Church Erection.
3. Foreign Missions.
4. Board of Education.
5. Bonebrake Theological Seminary.
6. Sunday School work.
7. Christian Endeavor work.
8. Ministerial pension.
9. Administrative work.
10. Annual Conference requirements.
11. Interdenominational and undenominational interests recognized by the General Conference.

This budget is then brought to the Official Board for adoption. Full information concerning all these causes must be given to the members of the local church before there is any organization for the canvass. Information is always necessary to generous and intelligent giving.

The Every-Member Canvass

Without question this is the most scriptural, wise and satisfying way of raising church funds. Every member of the church entered into a covenant with God "to support the work of the church 'as God prospers him'" when he joined it. Every member for his own good and for the advancement of the Kingdom should make some contribution to the yearly budget. Dr. Erdman gives the following reasons for the Every-Member Canvass:

1. To express the interest of the church in its members.
2. To enlist the interest of the members in the church.
3. To give information as to the whole work of the church.
4. To secure weekly offerings for the church and its benevolences.

David MConaughy uses this appropriate slogan: "It is the duty of the Whole church to give the Gospel to the Whole world." The canvassers should be chosen from the "key" men

and women of the church. Get plenty of them so that the entire job can be done in a single day. The Board of Administration of the church will provide information necessary for the canvassers. This they must have before going out to solicit. Names and territory will be divided, captains selected and the day set for the canvass. The pastor will pray with the group, consecrate them and send them out with enthusiasm. He must go to the field also. Let every canvasser present the interests of the church in a Scriptural, business-like and courteous way without apology for his coming. Whether he secures the pledge or not, let him be courteous. Make out of the canvass not only a call for church funds but a ministry of love and service. In many places the church provides a lunch for the canvassers in the evening. It is a good time for fellowship and sharing of the victories in the canvass.

The Follow-Up

Appreciation, courtesy and business demand that immediately following the canvass a letter of appreciation be sent to everyone who made a contribution to the budget. In the letter remind the subscriber of the importance of paying promptly each week. Seldom if ever will every member be reached when the drive is made and a pledge secured. Some will not be at home and others for some insignificant reason will fail to pledge. Grievances will be found which must always be dealt with kindly, for generally they are but small misunderstandings. Remove them if you can. Again the goal may not be reached thus making it necessary to re-canvass. For these reasons there must be a follow-up. This must be done while the white heat of enthusiasm is still aglow. A thorough and satisfactory canvass will make it easier for the one a year hence. The canvassers will do well to call on those whom they have secured subscriptions from regularly for spiritual interests. Every canvass reveals the fact that there are some leaders among the laymen who have not been leading. When they are discovered it is well to place them in a place of more responsibility. The teams may with great profit organize for the year to do volunteer work of an every-member nature which the church may want done.

Keeping Accounts

Beware lest anyone feel that now since we have made the Every-Member Canvass and have reached the goal all our financial problems are at an end for the year. Scarcely a month will pass until the financial secretary and treasurer will inform you differently. Some one will be in arrears, bills will be unpaid and the credit of the church jeopardized. Church expenses are continuous. There should be a weekly pouring in of funds into the church treasury to meet them cheerfully and promptly. Statements carefully prepared must be sent out, the stewards must make personal calls in effort to collect overdue funds. The church must do all in its power to educate people to promptness and business-like methods in church giving. The treasurer holds a place of great responsibility. Better to have one for the local current expenses and one for benevolent interests. Treasurers should have good reputations and be good bookkeepers. Christian business men as a rule make good treasurers. Insist on paying all bills promptly. The books of the church treasurer should be audited each year.

Duplex Envelopes

The church has two distinct funds and they should be kept so. Local current expenses are to pay for our church privileges. Benevolent interests are to take these privileges to those in non-Christian lands. The single envelope system fails in missionary education, when benevolent interests are thus pledged all spasmodic efforts will be done away with during the year to raise special funds. Some churches have the slogan "As much for others as for ourselves." For them the duplex gloriously answers the purpose. The more tithers a church can enroll the better the duplex works.

Special Funds

Special funds for repair work and new building or anything which cannot be included in the regular church budget should be raised by a special committee which may adopt its own methods. However, short time pledges are the best.

CHAPTER IX

SOCIAL LIFE

"For none of us liveth unto himself."—Rom. 15:7.

Christianity a Social Religion

Christianity is a social religion. Man has a social nature. This legitimate instinct should be gratified. From the beginning it was said, "It is not good for man to be alone." So closely did the people cling to each other that it was necessary for God to confuse their languages at Babel that they might populate the earth. The nation of Israel was divided into tribes, families were large and social life wholesome. Jesus Christ was a diner-out. He ate with the publicans and sinners. When He was weary of toil He often resorted to the Bethany home for a social hour and relaxation. He made every social hour an opportunity for spiritual development. The Gospel of John has been called the Gospel of Feasts. Some of Jesus' greatest discourses were given at these social hours. He said, "Love thy neighbor as thyself." This statement implies sociability. We must not substitute social life for spirituality; it is but the foundation for right living. The early church was a happy family in daily fellowship. They were all concerned about each other's welfare. Paul very appropriately calls the church the "Household of God." Let the church practice more fellowship and carry out the family spirit in Jesus' name.

The church must provide social life for its members.

The wise man said, "He that provideth not for his own hath denied the faith." Charity begins at home but never stays there. Jesus said, "Give ye them to eat." These statements apply to the church. It must provide the right kind of social life for its people and those without its pall. No one should be a stranger in his own church. Members may live apart geographically but they need not live apart in spirit. Unless the stranger receives a hearty welcome he will not return to the services of our churches. Welcome means more to him than the worship. It is in our church that adults and young people should find adequate expression of their social and recreational natures. Contacts must be clean, constructive and wholesome. Too long the church has not provided entertainment for its

young people; therefore, commercialized institutions have taken them over and exploited them. These are the lowest types of amusements operated by the lowest minds. We wonder what has become of our young people and some even dare to say, "They have gone to the Devil." Whose fault is it? This is a sad comment on the church. Instead of letting the dance halls and other socially degenerated interests provide the amusements for our youth let the church rise up to her opportunity and "Make man in the image of God." Then the card tables and the dance halls will go back into hell from where they came

Activities

In Chapter V, the article on Church Night deals with an important activity which is both educational and social in content. All social activities of the right sort are educational. This type of service the entire church should engage in monthly and in some places it can be done weekly. There is of course a season for each of many activities which might be recommended here. Congregational dinners, basket dinners, summer picnics, by the whole church or by departments, home coming festivals, organized class meetings, Brotherhood socials, Guilds, Sunday School picnics, Christian Endeavor rallies and socials, hikes and outings are a few of the activities for the social life of the local church. Socials should always be simple and free. Let the local church provide sufficient funds in its budget to cover these expenses.

Athletics

When this phase of social activity is mentioned it is generally conceived that it is only for the young people of the church. However, the entire church should play. Members will keep their spirits alive by playing. The more progressive churches are providing parish houses to take care of their young people's recreational life. Under the supervision of a director it affords one of life's greatest opportunities. Many up-to-date writers suggest that the church have a seven day a week program thus meeting all the needs of the community. This is the ideal toward which we are rapidly moving. Basket ball and baseball leagues are sponsored by the city churches to a decided advantage for the churches. Tennis, horseshoes, croquet, swimming are profitable sports and dear to the heart of the average active youth.

Where the social life is provided by the church there will be an ever increasing enthusiasm, better attendance, a growing membership, vast financial gains and spiritual advancement.

Community Interests of the Church

God is interested in all social interests. That means the church must evangelize the interests of the community. The church has a work to do in government, race problems, and industry. McGarrah says the church must directly and indirectly foster the redeeming of all creation. This exalts our tasks. Wherever there is human need the church must help meet it. Mission churches, schools, play grounds, hospitals, homes for orphans and aged are all interests of the church. Organizations such as the Salvation Army, Woman's Christian Temperance Union, Anti-Saloon League, Y. M. C. A., and Y. W. C. A., etc., which are all supported by the members of the churches are in a large measure doing the work the church does not do and must have the support and cooperation of its

membership. The motto for every community should be, "Up with every man who is down." The church is in the heart of the community and must have the community at heart.

CHAPTER X

PUBLICITY

"Declare ye among the nations, and publish, and set up a standard; and conceal not."—Jeremiah 50:2.

Early Church Publicity

In Chapter III on Evangelism publicity for special evangelistic campaigns was dealt with. We come now to consider more in general the principles and practices of church publicity. Dr. Francis H. Case is bold enough to say rightly that church publicity is an art. Jesus, the Apostles, and the church fathers were artists in church advertising. Their methods and messages were unique. The "voices . . . crying in the wilderness" got the crowd and obtained results. Jesus sent the disciples out by two on evangelistic tours. His miracles were the current topics of the day. He commanded his disciples to advertise the church "Go ye into all the world and preach my Gospel." To this task they gave themselves unstintedly. It was largely a mouth-to-mouth affair then but being uppermost in their thinking publicity was not difficult. The book of Acts records the spread of Christian propaganda from Jerusalem to Rome. Paul wrote thirteen Epistles and had them sent to the different churches. Our church histories vividly portray the work of Savanarola, Knox, Calvin, Luther, Zwingli and the Wesleys as they spread their propaganda for the growth of the Christian religion. We are indebted to all the church leaders who have gone on before us. To serve our day and generation we must harness the various avenues, and equipments, using the most up-to-date methods at our disposal to bring about "the new heaven and a new earth."

The Purpose of Church Publicity

Narrow sectarianism and jealousy have revealed the fact that much advertising of the church is to aid the forces of God in fighting each other instead of fighting together against a common foe. People who belong to the same lodges and clubs, and attend the same schools will throw unity to the winds when it comes to church affairs and programs.

In small towns this hostile situation is generally embedded and pronounced. Since all church publicity should have one and the same purpose, that is, to aid in saving the individual and building him up in Christ, it would be well for churches to unite on publicity and follow the reasons for church publicity given by Dr. Francis H. Case to be:

1. To enlarge its membership.
2. To inspire its present members.
3. To deepen its influence in the community.
4. To cooperate in the United Evangelical Campaign of the other churches of your city.
5. To get the unchurched element thinking.
6. To keep abreast of modern times.

Nothing can be taken away or added to these universal purposes of church publicity.

The Advertiser

Salesmanship in every field today is a matter of service. Selling the church idea is the mission of the church. It is the minister who best knows the product to be offered for sale. He is a specialist in religion, knows the church and is the one man above all who is most vitally interested in a kingdom building program. Let him study carefully and constantly the principles of publicity. Up-to-date books on the subject at hand are always available. Business men of the church know the points of advertising and can aid the pastor. He alone cannot do all the work of publicity, especially where the mails are used heavily. This should be the work of an efficient committee that works under the pastor's supervision.

The Ad

Church ads must be more than mere billboards announcing dates and activities. They must have genuine Christian messages for the uninterested people of the community. The message of this silent salesman must be interesting, gripping and lead to the right conclusions. It should be evangelistic in content. Christ is the ad as given in John 12:53, "And I, if I be lifted up from the earth, will draw all men unto Me." The preacher and the plant are secondary considerations but should always go with the ad. Proper advertising will not only help the church doing the advertising but will aid in creating interest in all Christian activities. Let the ad be brief and give right impressions to outsiders. For the sake of the stranger the location of the church and hours of services should always be given.

Avenues of Church Publicity

Our progressive Christianity is constantly bringing about new ways and channels of spreading the Gospel. The church ought to use every legitimate means to make Christ known to men. Since preaching is the supreme test of the Christian ministry the pulpit remains the first and outstanding channel of blessings. Radio preaching is a wonderful way in publishing the glad tidings to large audiences. It is especially helpful to shut-ins and those who cannot attend public services. It must not however be substituted for public worship at the house of God. Direct mail including letters, parish papers and other periodicals reaches the unchurched in a marvelous way and form ties that bind. The weekly church bulletin is efficient, economical and satisfying. The outdoors illuminated bulletin board which has been called "The wayside pulpit" performs a creditable work for autoists and pedestrians. News papers are largely being used for church publicity. All other social institutions use it and get the crowds, why not the church? Experience has proved that it pays vastly in attendance, enthusiasm and funds to advertise the church in the daily papers. The moving picture agency of today must be made to serve the church of the living God. Too long it has served Mammon. It gets the crowd. Children can get the message. What one sees he is more likely to retain. Not all these avenues suggested will be used, but can be and should be to advertise the church.

Buildings and Grounds

Although the members of the church may not be aware of it, the condition of the buildings within and without and the immediate surroundings are silent ads for the church. They testify for it or against it. Church buildings must be kept in repair, painted and decorated, clean and inviting to its members and strangers. The grounds must be neatly kept. Flowers, shrubbery and small trees aid in making beautiful the outer courts of the Temple of God. These things also indicate the fact that the audience is up to date, progressive and interested in helping God to make all things beautiful.

CHAPTER XI

LOCAL CHURCH ORGANIZATIONS TO CARRY OUT THE PROGRAM

"There stood every man in his place."—Judges 7:21.

Efficient Organization

To put over the local church program set forth in ten preceding chapters will require an organized church, a schedule and an efficient pastor. Some organization has been mentioned. It has to do with societies, departments and classes. We now deal with the church as a whole. Dr. Chas. R. Erdman, of Princeton University, gives the purpose of church organization to be "To assign to each member of the church his appropriate duty, to have qualified leaders and groups to perform the necessary functions of the church and to systematize the work and the workers of the church so as to secure the largest possible cooperation and efficiency." This aim is exemplified in the Gospels. Jesus divided the Twelve into twos and selected from them a treasurer. The primitive church choose a committee of seven men and gave to them specific duties to perform while to the Apostles was left the task of preaching, public prayer, spiritual leadership and oversight of the congregations.

In efficient church organization the three following things must obtain—unity, simplicity and directness. Unity in that organization is always subject to program. Organization beyond program is always so much dead weight. These two must always weigh the same in the balances. There must be simplicity so that the church does not have too many organizations. Some churches are busy about many things and miss entirely the mission of Christianity. This modern, scientific age demands far more complex organization than did the church nineteen centuries ago but there is still a danger of organization being too complex. Directness is needed in that organization will be gripping and lead directly to its tasks and purposes. No church organization can be substituted for spiritual power since it requires increased power for its operation. Church organization is not an end in itself but merely a vehicle which is a means to an end.

Methods of Organization

There are perhaps as many methods for organization as there are denominations, many and varied. In a progressive age we can hardly expect any method to be complete, final or perfect. We are constantly questing for the best methods.

The Word of God gives no detailed methods of church organization. Our denominational leaders have largely been responsible for our present day methods. It is left largely to the pastor of the local church to select the organization that will be best suited for his field and use different methods as the need arises.

The Official Board

The success of any local church depends largely upon its Official Board. Unless it gets behind the program of the church the work will be exceedingly difficult and woefully inefficient. Its function is to assume the general responsibility of the entire church. Board members must manifest interest in worship, finance, education and social life of the church. The Board is responsible for something definite being done in every field of church activity. Through the Official Board all the departments of the church are bound together. Responsibility in any church should be so placed as to prevent the concentration of power. Autocracy is a dangerous thing anywhere. One office is enough for any one member of the church. That office should not be held for the sake of honor merely but as an opportunity for service. The pastor's relation to the board should be one of wise leadership, cooperation and fellowship. Attendance at the meeting of the board should be regarded as highly sacred by all its members. Work for the preceding month and year should be reviewed by way of comparison. The Board must formulate and inaugurate programs, set goals, and transact all the business of the church. The progress of the church will be dependent upon the vision, alertness and determination of the members of the Official Board.

Group Organization

The Group method of church organization is meeting with wide approval in the church of today. It goes by various names but functions the same way. It is not a new method, however. Israel was divided into Tribes and Families about the tabernacle and each had an assigned task. At the feeding of the five thousand Jesus commissioned the Twelve to group the crowd in companies of fifties for the sake of efficiency and economy. John Wesley had a group leader for every ten or twelve people. This accounts for the rapid growth of Methodism. According to this method the parish is divided into geographical districts with a captain over each district. The district is then grouped with a leader over each group. These leaders should be representatives from the various church departments. Fisher suggests that most of these leaders be men who reside within the group. Every group should have its goals and cooperate in carrying out the entire program of the local church. Dr. Erdman sees the following advantages in the group system:

1. It covers the whole parish.
2. In purpose and plan it reaches every single member.
3. It unifies and employs all societies already existing.
4. It recognizes central authority and coordinates in carrying out a definite program.
5. It is a permanent organization ready for any service.
6. Pastor can keep in touch with whole congregation.
7. It trains a multitude of workers.

Experience has taught us that this system will promote all church activities, increase attendance and efficiency.

Denominational Agencies

Many people consider denominational agencies to be outside interests and treat them as not belonging to the local church at all. They have been organized by our denomination to carry out more effectively the work committed to us by Christ. The local church cannot wisely and economically invest its missionary and benevolent funds. The General Boards get the largest results from these contributions. It is through these agencies that our church can more extensively preach the Gospel, plant churches, establish homes for the orphans and aged, found colleges and sustain them. A large proportion of the evangelistic, educational and philanthropic work is done by these boards.

The pastor must be interested in all boards of his denomination. He should know their fields, forces and budgets. Through sermons, literature and annual reports he should enlighten his people, recruit workers and gather funds for these agencies.

CHAPTER XII THE SCHEDULE

"But let all things be done decently and in order."—First Corinthians 14:40.

The Need of a Schedule

Dr. Fred Fisher says "To run a church without a schedule is like trying to run a train service without a time table." When one part of the program is being undertaken the whole church must unite in the task. Events should occur in season as may seem advisable or as has been planned in the four year program by the General Conference. In our Communion the conference year begins with the month of September. The pastor will do well to have a program planned for the whole year. It should be adopted by the Official Board and the church and then as they together deem it wise set the program into operation.

Rallies and Goals

September and October should be spent in rallying the forces from vacations, summer slumps and general spirit of lethargy for there are few churches in which these do not obtain at this time of the year. It is also the time for setting and adopting goals for the year in every organization and department. Programs are to be initiated and definite responsibilities assigned. To have the new year start with a bang!—put over a good visitation campaign. Constructive and far reaching publicity should be used at this time.

Home Missions

November is designated by our church as the month of Home Missions. It is then that the church through education may broaden out into its wider relations. Mission study classes should be numerous and throbbing with interest. This with sermons on our home fields and their needs will create a missionary spirit which if properly fed will continue throughout the year. A Sunday in this month is set by the General Board of Home Missions when an offering is to be taken in the entire church to carry on the work in this department.

Christmas

In December we commemorate God's gift to the world. It is the proper time to emphasize the stewardship of possessions in relation to the kingdom. Since our financial year begins in June one half of the year will end with this month. The treasurer's books should be audited and an effort made if necessary to reach one-half of the budget for local and benevolent interests. Our Otterbein Home at Lebanon, Ohio receives its annual Christmas offering from the church. Carefully planning in advance will always aid greatly in securing sufficient funds for this worthy institution.

Evangelism

From New Year's day to Easter the church should be intensely active in matters of Evangelism. However there are two patriotic days in February which should have proper recognition, the birthdays of Lincoln and Washington. Although every season of the year ought to find the church open for decisions for Christ and uniting with it, these months seem to be the most appropriate for special campaigns in soul winning. Easter will be the one big day for receiving members into the church and a large Communion and Baptismal service held. Because of special significance many churches are now holding the Pre-Easter evangelistic services.

Every Member Canvass

The month of May will be spent in gathering up loose ends, back pledges in order to close the year in a religious and business-like way. Material will be gotten from the General Board of Administration and distributed preparatory to the Every Member Canvass and will be completed as thoroughly and quickly as possible. Memorial and Decoration Day come at the close of May.

Vacation Activities

June and July are the months of commencements, daily vacation Bible schools, conventions, leadership training camps, reunions, vacations, recreations and patriotic services. All these activities should be capitalized for the church and kingdom.

Annual Conference Preparation

Although many pastors take their annual vacations this month, August should be spent in preparation for the Annual Conference. All budgets, reports, etc., must be complete and accurate. Reports are a means of inspiration at the Annual Conference when of the right kind and on time.

CHAPTER XIII

THE PASTOR'S RELATION TO THE PROGRAM OF THE LOCAL CHURCH

"Take heed to the ministry which thou hast received of the Lord, that thou fulfill it."—Col. 4:17.

His Qualifications

In this last chapter the pastor who stands at the head of God's work is to be considered. He of course is the key man

to the entire situation. He must of necessity be an able general, wise master-builder and kind shepherd. Vision, tact, patience and determination are some of the virtues which he should possess. He must see to it that the local church will formulate, inaugurate and put over the program in the spirit of Christ. As unnecessary as it may seem the pastor must be reminded of the fact that he must have a definite program of study, meditation, calling and recreation. It is through these means that he sees his field as it is and what it may, by the Grace of God under his leadership, become.

His Task

However excellent the qualifications of the pastor of the local church may be, he must not undertake the work of his parish alone. There is work for all and all can work. The wise pastor will not do a thing that he can get his members to do. Work to the individual Christian means growth and development. Dr. J. Wilbur Chapman once said "It is better to set ten men to work than to do ten men's work." Dr. Albert McGarrah thinks that it is possible to set at least ninety per cent of the church to work. The church has a marvelous history. It has done something wonderful for the race in these nineteen hundred years. No one cares to live in a community where there are no churches. Of this glory and supremacy people need to be informed. When they see what a great and indispensable institution they really have in their midst it will kindle enthusiasm and inspiration so that volunteers for the King's army will soon be forth coming. When a program demands sacrifice and energy response can be expected. It is the task then of the pastor to inspire his flock sufficiently to set it to work, then the program will be successful.

Conclusion

In the concluding lines of this volume the writer wishes to say that a church may be highly organized, have great efficiency and yet be "a valley full of dry bones." Nothing short of daily communion with God, frequent meetings of groups for prayer, a family altar in every home will give to a church "the oil of gladness" that will cause the machinery to run constantly and without friction and generate steam enough to pull over every hill of difficulty in putting over this program. Under the guidance of the Holy Spirit we must suit the program to the needs of the field and in the spirit of our Lord seek to lead the people in carrying it out. It is every pastor's privilege to say with Paul, "I can do all things through Jesus Christ who strengtheneth me." If we are conscious of so divine a companion we cannot fail in our leadership.

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B. H. C.

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